

Types of Interpersonal Effectiveness

In any situation, it's helpful to consider these types of effectiveness. It's also important to recognize when we need to prioritize one over another, especially when they are in conflict.

Objective Effectiveness: Getting Your Goals Met

Questions to ask:

- “What results do I want in this situation?”
- “What is the best approach to reach my goal?”

Relationship Effectiveness: Getting & Keeping Healthy Relationships

Questions to ask:

- “What would strengthen this relationship?”
- “How do I want them to feel about me afterward?”

Self-Respect Effectiveness: Building & Maintaining Self-Respect

Questions to ask:

- “How do I want to feel about myself after?”
- “How can I be fair to myself here?”
- “What ways can I be assertive?”

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Consider a situation that is, or was, difficult to navigate. The exercise below can help you sort through your goals and priorities to help guide your approach. Consider applying this to any situation where you feel unclear about what the most effective approach is. A few examples of when this can help include: when there's a conflict with another person in your life, times you feel disrespected or treated unfairly, or times when you have an important goal to achieve.

Situation: _____

Objective Effectiveness:

- “What results do I want in this situation?”
 - “What is the best approach to reach my goal?”
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Relationship Effectiveness: Getting & Keeping Healthy Relationships

- “How do I want them to feel about me after?”
 - “What would strengthen this relationship?”
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Self-Respect Effectiveness: Building & Maintaining Self-Respect

- “How do I want to feel about myself after?”
 - “How can I be fair to myself here?”
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Conflicts and challenges that make effectiveness difficult:

Rank priorities A, B, & C in this situation:

____ Objective ____ Relationship ____ Self-Respect

Based on Linehan, 2015

TIP: Approach Relationships from Wise Mind & Don't End Relationships in Emotion Mind!